

**Kentucky Community and Technical College System
Board of Regents**

**Resolution Approving a Request for a Quantitative Waiver
for
Maysville Community and Technical College**

WHEREAS, KRS 164.020, Section 19, mandates that the Council on Postsecondary Education postpone approval of any new program unless the institution has met its equal educational opportunity goals; and


WHEREAS, KRS 164.020, Section 19, also provides that an institution not meeting the goals shall be able to obtain a temporary waiver if the institution has made substantial progress toward meeting its equal educational opportunity goals; and

WHEREAS, 13 KAR 2:060, Section 7, requires that a waiver request from an institution include a resolution submitted to the Council on Postsecondary Education approved by the institution's governing board; and

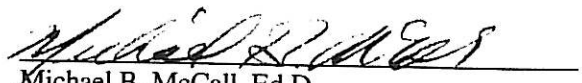
WHEREAS, the quantitative waiver request includes assessments of the institution's efforts to achieve its objectives as set forth in the *Kentucky Plan*;

NOW, THEREFORE, BE IT RESOLVED that the Kentucky Community and Technical College System Board of Regents approves the Maysville Community and Technical College request for a Quantitative Waiver for 2007.

SO RESOLVED this twenty-third day of March 2007.


Richard A. Bean
Chair, KCTCS Board of Regents


Johnna Reeder
Secretary, KCTCS Board of Regents


Michael B. McCall, Ed.D.
KCTCS President

QUANTITATIVE WAIVER REQUEST FOR MAYSVILLE COMMUNITY AND TECHNICAL COLLEGE

ACTION
Agenda Item I-2
March 23, 2007

Background

There are three ways a college may be eligible to have new degree programs considered for approval under the requirements of KRS 164.020, Section 19, as stated in *Kentucky Administrative Regulation 13 KAR 2:060, Section 7*:

- Automatic Eligibility – continued progress in at least three of the four objectives in the plan.
- Quantitative Waiver – continued progress in two of the four objectives in the plan.
- Qualitative Waiver – the submission of information in support of outstanding efforts that were attempted which have not yet proven to be successful.

Maysville Community and Technical College is eligible under the Quantitative Waiver alternative. Information supporting the college's request is attached (Attachment B).

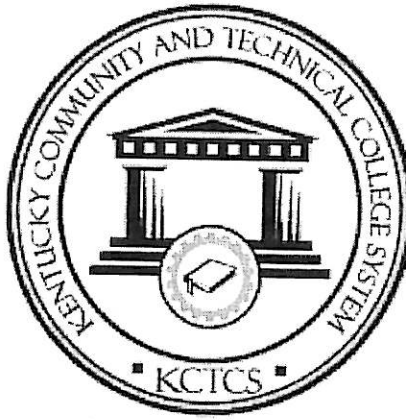
Rationale

- The *KCTCS Board of Regents Policy on Program Approval* adopted in April 1999 specifies that "KCTCS institutions submitting new program proposals must meet all equal opportunity employment and affirmative action eligibility criteria ... and all applicable Council on Postsecondary Education (CPE) policies and procedures."
- 13 KAR 2:060 states that an institution that exhibits continuous progress in two of its four equal opportunity objectives is eligible for a quantitative waiver. Under this provision, Maysville Community and Technical College is eligible for a quantitative waiver that would permit the college to submit new degree programs for approval during calendar year 2007.
- A waiver request by a college must include a KCTCS Board of Regents approved resolution (see Attachment A) submitted to CPE and a quantitative assessment of the college's efforts to achieve its objectives.
- Maysville Community and Technical College has made progress toward meeting equal opportunity goals set by the CPE and has demonstrated efforts to achieve progress in this regard. Thus, the college is requesting a one-year waiver of the CPE's restriction on new degree program proposals.

Recommendation

That the KCTCS Board of Regents adopt the attached resolution (Attachment A) exercising its option for a quantitative waiver on behalf of Maysville Community and Technical College for the 2007 calendar year under the waiver provision of KRS 164.020, Section 19, as implemented through *Kentucky Administrative Regulation 13 KAR 2:060*.

DRAFT
Attachment A



***Kentucky Community and Technical College System
Board of Regents***

**Resolution Approving a Request for a Quantitative Waiver
for
Maysville Community and Technical College**

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WHEREAS, KRS 164.020, Section 19, also provides that an institution not meeting the goals shall be able to obtain a temporary waiver if the institution has made substantial progress toward meeting its equal educational opportunity goals; and

WHEREAS, 13 KAR 2:060, Section 7, requires that a waiver request from an institution include a resolution submitted to the Council on Postsecondary Education approved by the institution's governing board; and

WHEREAS, the quantitative waiver request includes assessments of the institution's efforts to achieve its objectives as set forth in the *Kentucky Plan*;

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SO RESOLVED this twenty-third day of March 2007.

Richard A. Bean
Chair, KCTCS Board of Regents

Johnna Reeder
Secretary, KCTCS Board of Regents

Michael B. McCall, Ed.D.
KCTCS President

Maysville Campus

January 19, 2007

Dr. Michael McCall, President
Kentucky Community and Technical College
300 North Main Street
Versailles, KY 40383

Dear Dr. McCall:

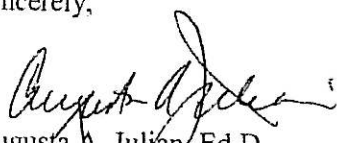
This waiver request is submitted by Maysville Community and Technical College (MCTC) for consideration by the Kentucky Community and Technical College (KCTCS) Board of Regents. According to the Degree Program Eligibility Status Report for Calendar Year 2007, prepared by the Council on Postsecondary Education, we are eligible to submit degree programs with the approval of a quantitative waiver.

Documents on file show that while the college has continued its efforts to improve in all four areas covered by the Kentucky Plan, it achieved the desired results in only two of the four objectives during the 2005-06 reporting period. A current snapshot would show that the college currently meets three of four objectives.

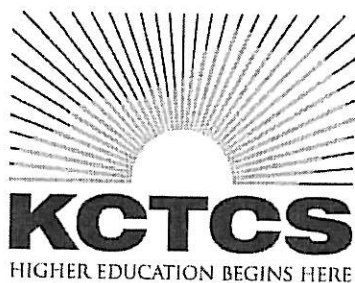
MCTC did not achieve the objective in Faculty positions, but we do have one faculty member not shown in the report due to an error in reporting, and we continue efforts to meet this goal. MCTC did not achieve the objective for employment in Executive, Administrative, and Managerial positions by the reporting date; however, an African-American was hired to the position of Director of Diversity and Professional Development in February 2006, so this objective has been achieved. We will continue implementing the college's comprehensive diversity plan and enhancing the recruitment and retention of African-Americans for all college positions.

With the progress we have made, we request KCTCS Board of Regents approval of this waiver and commit to continued efforts to meet the objectives of the Kentucky Plan.

Sincerely,


Augusta A. Julian, Ed.D.
President/CEO

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KCTCS WAIVER REQUEST

COLLEGE: _____ Maysville Community and Technical College

CALENDAR YEAR: _____ 2007

WAIVER REQUESTED: QUALITATIVE _____ QUANTITATIVE X

I. Kentucky Resident African-American Undergraduate Enrollment

OBJECTIVE: _____

Undergraduate Enrollment

	Fall 01	Fall 02	Fall 03	Fall 04	Fall 05	Objective
# of African-American Students	56	50	54	61	73	---
African-American Enrollment as % of Total Headcount	2.7%	2.3%	2.3%	2.7%	2.8%	4.0%

A. Was the Objective met? X Yes _____ No

B. If **NO**, provide reasons why this objective was not met. (Use additional space on another sheet of paper, if necessary)

The objective was achieved as we showed continuous improvement by increasing our African American enrollments. We are committed to increasing recruiting efforts to result in an African American student population that represents approximately four percent of our student body. It is a challenge for MCTC to grow enrollment of African-American students, but we are making strides as indicated below. The headcount numbers are moving in an upward trend; however, rising overall enrollment headcount has resulted in only a small percentage increase.

C. Give specific and detailed methods for meeting this objective by next calendar year. (Use additional space on another sheet of paper, if necessary)

- Expanded recruiting throughout the region by targeting high schools and business with greater numbers African-American students and employees.
- Requested the African American members serving on program advisory committees assist with recruiting efforts.

In addition, the college will continue a number of activities detailed in PART D, below to increase visibility and connections in the African-American community including continuing membership and participation with local chapter of NAACP, holding Freedom Celebration and other community events, implementing the Diversity Plan, expanding the RESPOND (Reaching and Educating Students and Parents on Demand) program (through funding from the Governor's Minority Scholarship College Preparation Program) to other communities, and increasing multicultural course offerings.

D. Provide current efforts, to date, toward reaching this objective.

We have begun a number of initiatives to increase involvement in the African-American community, thus broadening the appeal of the college as a place for a diverse student population. These include:

- In 2002, convened a Diversity Community Task Force to suggest and support recruiting initiatives. A number of their suggestions were implemented such as develop stronger connections with African-American churches and create more opportunities for younger students to visit campus.
- In 2004, started an annual Freedom Celebration event celebrating the region's heritage as part of the Underground Railroad bringing more than 400 community members to campus in its three years.
- In 2004, joined the newly formed local chapter of the NAACP, participating in or co-sponsoring a number of events such as the Martin Luther King Day march and program and the Freedom Celebration. The college received the 2005 NAACP community partnership award.
- In 2006, completed a collegewide Diversity Enhancement Plan addressing topics in planning and monitoring; employee recruiting, hiring, and retention; student recruitment and retention; curriculum; campus environment; and community outreach.
- In 2006-07 appointed a standing committee on Diversity Enhancement to implement the Diversity Enhancement Plan.
- In 2005 and 2006, cooperated with Morehead State University to offer the ED 201 course as a tuition-paid benefit to attract African-American students to teaching.
- In 2005 and 2006, participated in back-to-school events hosted by the NAACP chapter.

- In 2005 and 2006, held minority student career day co-sponsored by TENCO WIB (Workforce Investment Board) which brought 150 high school students each year to Maysville campus from three counties.
- In the last two years, increased the number and type of diversity community offerings especially in celebration of Black History month, including collaborated with a local African-American historian to bring programs to the K-12 schools. This year Black History month activities planned include: an exhibit on the Tuskegee Airman; and the second annual multi-cultural event with local presenters and entertainers, and movies and other presentations.
- In 2004, employed an African-American MCTC graduate to work in admissions, registration, and student records. She is involved in a number of college activities and internal service assignments.
- In June 2005, employed an African-American as Student Development Specialist (Other Professional) who focuses on diversity recruiting, community partnerships, and student activities.
- In January 2006 hired an African-American as a College Counselor (Other Professional).
- In February 2006, employed an African-American as Director of Diversity and Professional Development (Executive/Administrative/Managerial) focusing on diversity hiring, community partnerships, and professional development.
- In spring 2006, investigated and secured funding to participate in CPE's Governor's Minority Scholarship College Preparation Program (GMS CPP), developing the RESPOND (Reaching and Educating Students and Parents on Demand) program for middle school students in Mason County. This program has now been expanded to Fleming County
- In November 2006, held diversity training workshop on Cultural Competence for employees with 24 attendees. A second workshop is planned for March 2007.
- Increased multicultural course offerings from 61 in fall 2001-02 to 592 in 2005-06.

II. Employment of African-Americans in Executive, Administrative and Managerial Positions

OBJECTIVE: _____

Executive/Administrative/Managerial African-Americans

	01-02	02-03	03-04	04-05	05-06	Objective
African-American Employees	0	0	0	0	0	---
Total Employees	12	13	10	11	11	---
African-American as % of Total	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%

- A. Was the Objective met? _____ Yes _____ X _____ No
- B. If **NO**, provide reasons why this objective was not met. (Use additional space on another sheet of paper, if necessary)

While this objective was not achieved in the 2005-06 data, a snapshot of MCTC employment as of January 2007 now reflects that we meet this objective. An African-American was hired to the position of Director of Diversity and Professional Development in February 2006. The total number of African-Americans employed in executive, administrative, or managerial positions as of January 1, 2007, is 1 or 8.3 percent.

- C. Give specific and detailed methods for meeting this objective by next calendar year. (Use additional space on another sheet of paper, if necessary)

With the hiring of the Director of Diversity and Professional Development in February 2006, the objective will be achieved when reported in the 2006-07 year assessment. He is assisting to broaden posting of vacancy notices in publications such as regional newspapers and online services that reach a diverse population and to expand local recruiting of employees.

- D. Provide current efforts, to date, toward reaching this objective.
- On an ongoing basis, place job advertisements at the African-American churches in the region and share job advertisements with the One-Stop Centers to increase our coverage.
 - Place ads for professional positions in urban newspapers in the region.
 - Contact a number of local African-American community members to share vacancies.
 - Concentrate employee recruiting efforts in Mason County as it has by far the highest population of African Americans of any in our region at 7.6%.
 - Continue working with the NAACP and local African-American churches to recruit people of color.

In addition, we have begun several initiatives to increase involvement in the African-American community, thus broadening the appeal of the college as a place for diverse employees. These include:

- In 2002, convened a Diversity Community Task Force to suggest and support recruiting initiatives. A number of their suggestions were implemented such as stronger connections with African-American churches and more opportunities for African-Americans to visit campus.
- In 2004, started an annual Freedom Celebration event celebrating the region's heritage as part of the Underground Railroad bringing more than 400 community members to campus in its three years.
- In 2004, joined the newly formed local chapter of the NAACP, participating in or co-sponsoring a number of events such as the Martin Luther King Day march and program and the Freedom Celebration.
- In 2006, completed a collegewide Diversity Enhancement Plan addressing topics in planning and monitoring; employee recruiting, hiring, and retention; student recruitment and retention; curriculum; campus environment; and community outreach.
- In 2006-07 appointed a standing committee on Diversity Enhancement to implement the Diversity Enhancement Plan.
- In 2005 and 2006, cooperated with Morehead State University to offer ED 201 tuition-paid to attract African-American students to teaching.
- In the last two years, increased the number and type of diversity community offerings especially in celebration of Black History month, including collaborated with a local African-American historian to bring programs to the K-12 schools. Activities this year include an exhibit on the Tuskegee Airman for the month of February, the second annual multi-cultural event with local presenters and entertainers, and movies and other presentations.
- In June 2005, employed an African-American as Student Development Specialist (Other Professional) who focuses on diversity recruiting, community partnerships, and student activities.
- In February 2006, employed an African-American as Director of Diversity and Professional Development (Executive/Administrative/Managerial) focusing on diversity hiring, community partnerships, and professional development.
- In November 2006, held diversity training workshop on Cultural Competence for employees with 24 attendees. A second workshop is planned for March 2007.
- Increased multicultural course offerings from 61 in fall 2001-02 to 592 in 2005-06.

III. Employment of African-Americans as Faculty

OBJECTIVE: _____

Faculty African-Americans

	01-02	02-03	03-04	04-05	05-06	Objective
African-American Faculty	3	2	1	1	0	---
Total Faculty	77	82	85	80	84	---
African-American as % of Total	3.9%	2.4%	1.2%	1.3%	0.0%	3.0%

- A. Was the Objective met? _____ Yes _____ ☒ No
- B. If **NO**, provide reasons why this objective was not met. (Use additional space on another sheet of paper, if necessary)

Data above does not reflect an unreported change in the category of an employee in 2005-06. One African-American Faculty member was classified as Faculty/Counselor and IPEDS instructions for Nov 2005 data required that faculty with counselor or librarian classification must be reported under 'Other Professionals'. This faculty member has since been assigned to full time faculty status, and will be reported as faculty during the next assessment period.

In seeking new faculty hires, we have challenges. The percentage of African-Americans in the population is small in our 19-county service region that is in eastern Kentucky and southern Ohio. Based on data from the Kentucky Data Center, the percent of African-Americans is 2.8% in the expanded Buffalo Trace region (including Harrison and Nicholas counties). In Gateway ADD (Morehead area) the percentage is 2.4%. As a rural college, we are in a competitive situation with other community and technical colleges and regional universities in hiring African-Americans for this category. MCTC typically has only 3-4 faculty vacancies each year often in the most competitive fields such as science and mathematics.

- C. Give specific and detailed methods for meeting this objective by next calendar year. (Use additional space on another sheet of paper, if necessary)
- In 2006, hired a Director of Diversity and Professional Development who has as a primary responsibility to assist in diversity hiring.
 - Concentrate employee recruiting efforts in Mason County as it has by far the highest population of African Americans of any in our region at 7.6%.
 - On an ongoing basis, place job advertisements at the African-American churches in the region and share job advertisements with the One-Stop Centers to increase our coverage.

- Contact a number of local African-American community members and the NAACP to share vacancies.
- Concentrate employee recruiting efforts in Mason County as it has by far the highest population of African Americans of any in our region at 7.6%.
- Continue attempts to hire African-American faculty currently teaching as adjuncts into full-time positions. While we have not yet been successful, we feel this effort may bear fruit.
- Discuss openings with our existing African-American employees. As a result of this effort, we have made a recent hire in our maintenance area and also hired an African-American into a position as a VISTA volunteer.
- Expand placement of announcements of positions in publications that reach a diverse audience in our extended region including the larger cities such as Cincinnati, Lexington, Louisville, and Huntington.
- Support and fund the work of the Diversity Enhancement Committee that has been formed to implement the collegewide diversity plan.
- Are reviewing options and funding for a "Grow-Your-Own" Scholarship program with students and employees to help get advanced education to prepare them to teach.

D. Provide current efforts, to date, toward reaching this objective.

- Place job advertisements with the Kentucky Job Bank and the Americans Job Bank, and with two local One-Stop Centers.
- Place job advertisements at the local African-American churches in Maysville.
- Place job advertisements in national educational publications such as the *Chronicle of Higher Education*.

In addition, we have begun several initiatives to increase involvement in the African-American community, thus broadening the appeal of the college as a place for diverse employees. These include:

- Convened a Diversity Community Task Force in 2002 to suggest and support recruiting initiatives. A number of their suggestions were implemented such as stronger connections with African-American churches.
- Joined the local chapter of the NAACP, participating in or co-sponsoring a number of events such as the Martin Luther King Day march and program and the Freedom Celebration.
- Started an annual Freedom Celebration event celebrating the region's heritage as part of the Underground Railroad bringing more than 400 community members to campus in its three years.
- Hired an African-American Student Development Specialist, Director of Diversity and Professional Development, and VISTA Service Learning Coordinator to focus on student and employee recruiting and strengthening community connections.

IV. Employment of African-Americans as Other Professionals

OBJECTIVE: _____

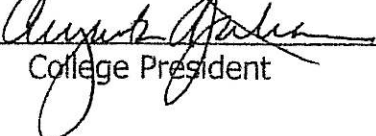
Other Professional African-Americans

	01-02	02-03	03-04	04-05	05-06	Objective
African-Americans	0	0	0	0	2	---
Total Other Professionals	21	24	29	29	35	---
African-American as % of Total	0.0%	0.0%	0.0%	0.0%	5.7%	4.0%

- A. Was the Objective met? X Yes No
- B. If **NO**, provide reasons why this objective was not met. (Use additional space on another sheet of paper, if necessary)

- C. Give specific and detailed methods for meeting this objective by next calendar year. (Use additional space on another sheet of paper, if necessary)

- D. Provide current efforts, to date, toward reaching this objective.

Signed: 
College President

Date: 1-19-07